



Military Child Development Program Staffing Study

Sponsored by Military Community and Family Policy within the Office of Secretary of Defense

Request for Participation in the Military Child Development Program Workforce

1. Why take the Military Child Development Program Workforce Survey?

This is your chance to share your experiences as an employee of the military child development program! Your feedback will help leadership make decisions about workforce policies like compensation and working conditions to support the recruitment and retention of high-quality military child development program staff.

2. Who should take the survey?

Any child development program staff who are at least 18 years old and are currently employed in a child development center or school-age center are eligible for this survey.

This includes **direct-care classroom staff** (i.e., lead teachers and assistant teachers), **center managers** (e.g., directors and assistant directors), **technical support staff** (e.g., training and curriculum specialists, behavioral specialists, nurses), and **support staff** (e.g., administrative assistants, kitchen staff, and custodial and maintenance staff).

This also includes staff in both appropriated funds and non-appropriated funds positions and those who work full-time, part-time, or as flex employees.

3. How do I take the survey?

Use this QR code to take the survey:

[Insert QR code]

4. Who is conducting the study?

RAND is conducting the Military Child Development Program Workforce Survey.

RAND is a non-profit institution that conducts objective public policy studies in many areas that address the challenges facing the public and private sectors around the world. RAND is based in Santa Monica, CA.

5. Who supports the study?

Military Community and Family Policy within the Office of Secretary of Defense is sponsoring the study. Our point of contact is Ms. Mary Phillips (mary.b.phillips.civ@mail.mil)

6. Do I have to participate?

Your decision to take part in the study is voluntary. Even if you agree to participate initially, you may choose to withdraw your consent at any time.

7. What kinds of questions will the survey ask?

This survey asks for your perceptions regarding your wages, benefits, recruitment experiences, professional development and career advancement opportunities, working conditions, and intentions to remain in your job.

8. What are some benefits of participation?

Participation in this survey gives you an opportunity to help military leaders better understand how to support recruitment and retention of high-quality staff in military child development programs.

9. Are there any risks to participation?

There are no direct risks for participation in this study. No penalties will occur if you choose not to participate. Your leadership will not know whether you decide to participate.



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10. Will the information I provide be confidential?

RAND will keep your information completely confidential. RAND will not share any information you provide to anyone outside the project team. All survey information will be reported in totals, averages, and statistics. Individual answers and names will not be included in any study report.

11. Who can I contact if I have any questions?

Direct questions about scheduling participation in an interview and general questions about the study to **[SHARED E-MAILBOX AT RAND]**

If you have questions or concerns about the study that you would like to share with someone not part of the study team, please contact RAND's Human Subjects Protection Committee. This committee is charged with ensuring the ethical treatment of individuals who are participants in RAND studies, and it can be reached via telephone or email as follows:

1-866-697-5620 (toll free)
hspcinfo@rand.org
Please reference study #2022-N0323

For additional information about this study, please visit our study website **at** **www.rand.org/URLpending**

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Agency Disclosure Notice

The public reporting burden for this collection of information, OMB Control Number 0704-MCDS, Expiration Date: XX/XX/XXXX is estimated to average 29 minutes. Send comments regarding the burden estimate or burden reduction suggestions to the Department of Defense, Washington Headquarters Services, at whs.mc-alex.esd.mbx.dd-dod-information-collections@mail.mil. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.